



City of Seattle

Mike McGinn, Mayor

Seattle Office for Civil Rights

Julie Nelson, Director

Gender Equity in Pay Task Force 9/13/2013, 9 AM to noon East Cherry YMCA, 2820 East Cherry

agenda

9:00 – 9:05	Welcome and introductions	Patricia Hayden
9:05 – 9:15	Logistics – finalize work plan / update on web site / meeting dates and locations	Julie Nelson
9:15 – 9:45	Review of key City Personnel policies	Dave Stewart
9:45 – 10:45	Report from committees – summary of committee discussion and presentation of preliminary recommendations ✓ Family friendly policies ✓ Job analysis scoring ✓ Women in leadership	Committees
10:45 – 11:00	Break	
11:00 – 11:20	Gender equity in contracting ✓ Identify any gender equity issues	Nancy Locke
11:20 – 11:30	Develop criteria to assess potential recommendations	Task Force members
11:30 – 11:45	Discuss potential strategies to address gender equity in pay gaps ✓ Preliminary discussion of strategy alignment with criteria ✓ Identify any additional strategies to research before next meeting ✓ Committees agree to research potential strategies and bring descriptions to the October meeting	Task Force members
11:45 – noon	Decide on any immediate actions to recommend to the Mayor that will entail budget in 2014	Task Force members

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An equal opportunity - affirmative action employer. Accommodations for people with disabilities provided upon request.

Attachments:

- Notes from September meeting
- Updated work plan
- Sub-committee reports
 - Family friendly policies
 - Job analysis scoring
- Data
 - 1) Employees by gender, 2000 – 2012
 - 2) Pay by gender, 2000 – 2012
 - 3) Employees by gender and pay by department
 - 4) Average length of time by gender and pay
 - 5) Women in Director titles
 - 6) Employees by gender and pay by job title
 - 7) Civil Rights complaints by department, 2008 – 2013
- Proposed 2014 budget recommendation

Possible criteria to assess potential strategies

- 1) Impactful
- 2) Measurable
- 3) Structural
- 4) Sustainable
- 5) Cost